



Montgomery County  
*Commission for Women*

# Annual Report

July 2018-June 2019

**Advancing Women's Rights in Montgomery County Since 1972**

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# Montgomery County *Commission for Women*

## Annual Report Fiscal Year 2019

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# Montgomery County Commission for Women

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July 2018 - June 2019

## Officers

**Nicole Y. Drew, Esq.**

President

**Angela Whitehead Quigley**

First Vice President

**Diana Rubin**

Second Vice President

**Karmen Rouland**

Secretary

## COMMISSIONERS

Tazeen Ahmad

Mona-Lee Belizaire

Tiffany Boiman

Ijeoma Enendu

Tonia Bui

Tracy Evans

Britt Hogue

Patti Maclay

Giulia McPherson

Donna Rojas

Meredith Weisel

## CFW Team

Jodi Finkelstein

Executive Director

Merci Wolff

Events and Programs Director

Carmen Kaarid

Intern

Jessica Jones and Amy Meldau

Re-Entry Program



## President's Message

**Nicole Y. Drew, Esq.**

It gives me great pleasure to present the annual report of our Commission's myriad accomplishments and activities over this past year. In my inaugural year as President of the Montgomery County Commission for Women, my goal was to ensure that we were able to make a greater footprint in the community and increase our engagement with our community partners.

During this past year, our Commission voted to focus on four priorities – Safety and Security for Women, Economic Empowerment, Women's Health, and Women in Leadership. I am pleased to report that our Commission, alongside our many partners, proudly contributed towards many advancements for women in Montgomery County.

One of the more significant accomplishments for our Commission this year is the publication of the decennial report, [\*The Status of Women in Montgomery County\*](#). Appropriately titled, [\*A Tale of Two Counties\*](#), the report highlights the status of the women in our county based on six key areas: Demographics; Women and the Economy; Women and Education; Women and Health; Women and Public Safety; and Women and Politics. On average, the report indicates that women in Montgomery County fared better in pay, educational achievement, and employment, than women outside of our county. However, our findings also revealed that there is still room for improvement. Many women and girls in Montgomery County still lag behind in those categories and do not share equally in the positive benefits and overall well-being as many others in our county enjoy. The Commission is committed to continue our efforts to address that population while ensuring that women continue to make great strides in our community.

Our Commissioners also continued to move forward with our legislative advocacy in a huge way. Notably, we hosted our first Lobby Day in Annapolis. This day presented an opportunity for our Commissioners to meet with legislators in Annapolis. We were also joined by other Commissions for Women in neighboring counties and coalesced around legislation that impacted women across county borders. During this year's legislative session, we proudly joined our fellow women advocates to support legislation on pay equity for women, and other bills that aligned with our priorities.

Locally, we supported our county's bill that prohibited the county government from asking job applicants about their salary history, a measure that contributes to the advancement of women's economic parity and power.

Our programming continued to be a great source of information to women in the county. In alignment with the goal of having a broader outreach in the county, we ensured that the seminars were offered in different parts of the county, allowing us to bring programming to the residents where they live. Additionally, we offered the Divorce and Separation seminars in Spanish-language.

We wanted to continue our commitment to support domestic violence victims. In doing so, we provided support to the Ride-On bus campaign to raise awareness of domestic violence and the county's resources available to victims.

Our annual signature event, the Women's Legislative Briefing, continues to be an event that is supported by a large number of women-focused organizations and individuals that span across several counties.

This Commission works very hard to serve the residents of Montgomery County. Our accomplishments would not be possible without the incredibly hard-working and dedicated group of 15 Commissioners and staff who each continue their commitment to the work of the Commission.

On behalf of the Commission, I would like to also thank the County Executive and the entire County Council for their constant support of this Commission. It has been an honor to serve as President this year and I am grateful to contribute to the impact our Commission has made in our community.



## **Executive Director's Report**

### **Jodi Finkelstein, MSW**

In 1972, the Montgomery County Council passed a law establishing the Montgomery County Commission for Women. That law charges the Commission with the responsibility of advising the County Executive, the County Council, the public, and the agencies of the county, state and federal governments on the issues of concern to women.

The law provides that there will be 15 commissioners, county residents who are each appointed to three-year terms and serve without compensation. Nine of the commissioners must be endorsed by organizations concerned with women's issues and six must serve independently. The Commission meets in full once per month, and commissioners meet in committees in the interim to work on its projects and initiatives. On the average, it is estimated that commissioners contribute about four hours each week working on behalf of Montgomery County's women and girls.

The Commission was created to advance women's equal and full participation in the benefits, responsibilities and opportunities of society. In achieving its mission, the Commission examines laws, policies, practices and procedures, identifies disparities that impact women and advocates remedies for those disparities. Over its 40-year history, the Commission has undertaken successful and effective initiatives on issues such as educational equity, family equity in the courts, sexual harassment in the workplace, pay equity, workplace flexibility, violence in relationships including teens, immigrant women, domestic workers' rights, single mothers and poverty and much more.

The pages that follow highlight the work of the Commission in FY 19. It was filled with a great deal of advocacy and outreach on behalf of girls and women in Montgomery County.

## **Policy and Legislation (PAL) Committee**

**Chairs: Diana Rubin and Tiffany Boiman**

**Committee Members:** Tazeen Ahmad, Nicole Drew, Patti Maclay (resigned from Committee), Giulia McPherson

The Policy and Legislative Committee this year decided to step up our advocacy by hosting its 1<sup>st</sup> Annual Lobby Day for the Commissioners in February while the Maryland General Assembly was in session. A group of Commissioners lobbied Montgomery County legislators personally in their offices in Annapolis to express our strong desire to see our legislative priorities enacted.

We also decided to continue with our strategy to concentrate on four legislative priorities. We continued last year's effort to raise awareness about these issues in the community and to encourage advocacy on the part of women and girls (and other interested citizens) in the community. Finally, each of these bills was picked because it reflected the full Commission's priorities – personal safety and security, financial independence and women in leadership.

Specifically, for the issues we chose to make a strategic legislative priority, we determined to:

**Testify or Submit Testimony on Priority Bills:** We worked to assure that a Commissioner could testify in person on behalf of each of our priority bills, or if that was not possible, to submit testimony in support of those bills on behalf of the Commission.

**Conduct Social Media Outreach to Increase Awareness and Action:** We reached out on Twitter and Facebook to inform the community about the substance and progress of our priority issues and our positions on them.

**Action Alerts:** Action Alerts were sent via our e-newsletter which is distributed to more than 10,000 people. These alerts described the priority bills and the issues they address and actions that needed to be taken by the community to affect the legislative process. We coordinated our alerts with partner organizations to ensure the greatest impact.

**Lobby in Person on Lobby Day:** We lobbied Montgomery County legislators on behalf of these priorities on our first national Commission for Women Lobby Day.

Our top legislative priorities this year and the actions we took to support their enactment into law are as follows;

**IMPROVING PAY EQUITY FOR WOMEN: HB 341/SB 738:** This bill prohibits employers with 15 or more employees from asking during the hiring process how much a job applicant earns and requiring employers to provide a salary range for each position to reduce salary inequity between men and women. This bill would have ensured that women are not forced to carry lower earnings caused by discrimination with them from job to job.

- PALS drafted an Action Alert on this issue sent to our newsletter list and published on Facebook.
- We tweeted several times as the bill progressed.

Bills were not voted out of Committee and were not passed into law.

### **VACATING CRIMINAL CONVICTIONS FOR OFFENSES WHILE BEING TRAFFICKED: H.B. 782/SB 691:**

This legislation would allow the court to eliminate or “vacate” a criminal judgement against a victim of trafficking for crimes other than prostitution that he or she was forced to commit while being trafficked, such as drug offenses or possession of weapons. (Prostitution is already eligible for vacatur under current law.) The bill’s purpose is to avoid re-victimizing those who have been trafficked by holding them criminally responsible for acts which they were forced to do. A criminal conviction makes it very difficult for a trafficking victim to move past what has happened because it makes it hard to get jobs and secure housing. This bill will also allow them to heal from the trauma of trafficking.

- PALS drafted an Action Alert on this bill and sent it to our newsletter list.
- We posted on Facebook and tweeted in support of the bill.
- Carmen Kaarid, CFW intern, testified in favor of the bill.

This bill was not passed. The House version passed but did not receive a vote in the Senate Committee.

**ESTABLISHING A PAID FAMILY AND MEDICAL LEAVE PROGRAM: HB 341/SB 500:** Building on 2018’s successful state employees’ parental leave legislation and the 2016-2017 Maryland Task Force to Study Family and Medical Leave Insurance, this bill establishes a private sector Family and Medical Leave Insurance Fund to provide partial wage replacement for through which employees may take up to 12 weeks of paid leave from their jobs to care for new children, other family members with serious health conditions or disabilities, or themselves. The leave would be funded through an insurance pool into which workers and their employers contribute. We all need time off from work to care for personal or family needs, but lower-wage workers often cannot afford to take unpaid leave, forcing them to choose between work and family.

- Commission Rubin testified before the House Economic Matters Committee in support of this bill. The Commission submitted written testimony in support of this bill in the Senate.
- PALS drafted an Action Alert on this bill and sent it to our newsletter list.
- We posted on Facebook and tweeted in support of this bill.

**ENCOURAGING GENDER DIVERSITY ON MARYLAND BOARDS: HB1116:** This bill passed and requires tax-exempt, domestic nonstock corporations with an operating budget exceeding \$5 million or domestic stock corporations with total sales exceeding \$5 million to report the number of female board members and the total number of members on the board of directors when filing a specified personal property report with the State Department of Assessments and Taxation (SDAT). The Comptroller must report this information to the General Assembly by January 1 of each year, and make the report publicly available on the Comptroller’s website. The bill does not apply to privately held companies if at least 75% of a company’s shareholders are family members. The bill took effect October 1, 2019, and terminates September 30, 2029.

Maryland companies continue to lag behind national averages for female directors. A 2016 survey conducted by Executive Alliance found that 14.4 percent of Maryland companies surveyed had women as directors, compared to the national average of 20.1 percent. Over 30 percent of the 76 companies in the survey had no women directors at all, compared to the national average of about 5 percent. Studies have shown that boards with greater gender diversity perform better than those with less.

# Emerging Leaders Committee

**Chair:** Angela Whitehead Quigley

**Committee Members:** Mona-Lee Belizaire, Tracy Evans, and Meredith Weisel

The committee's goals this year were to enable, educate, and encourage girls and young women in Montgomery County "to participate as equals in the community through acquisition of skills and competencies, information and resources." The committee provided a variety of programs for middle- and high-school girls in the County.



## WLB Emerging Leaders Program

This was the sixth year that the Emerging Leaders programing was offered at the CFW's annual Women's Legislative Briefing (WLB) in January. To kick off this year's program, one of our Emerging Leaders, Asia Parrott (pictured), addressed the opening session of the WLB. After receiving positive feedback from Emerging Leaders attendees of the 2018 WLB, the CFW again ran two parallel tracks of the program, one specifically designed for middle school students and one tailored for high school students. Both sessions revolved around the theme: **We Run the World: Developing & Enhancing the Leader in You.** Middle school students attended two sessions: **Roar: Speaking Out Against Bullying in Schools** and **Level Up: Taking a Positive Approach to Body Image and Cultivating Resiliency.** The high school students also attended **Roar: Speaking Out Against Bullying in Schools** with an emphasis on the particular challenges faced by older teens. The high school attendees then participated in an interactive, role playing workshop entitled **Break Free: Promoting Positive Psychological, Social, and Emotional Well Being in Future Leaders.** The Emerging Leaders program at the WLB had over 40 registrants.

## Girl Power Contest

With its third **Girl Power Contest**, the CFW again honored Women's History Month (March) by engaging residents around the County in a discussion about the power of women in our communities. This year's theme asked women and girls, as well as men and boys, to submit personal statements or artwork around the question: **If you had a superpower, how would you use that power to help girls and women?** Throughout the month, the Commission received 120 entries across four categories of competition: elementary school, middle school, high school, and adult. At the Commission's May meeting, County Executive Marc Elrich joined the CFW in welcoming the 2019 Girl Power Contest winners and runners up. Winners read their submissions and all honorees received an award and took pictures with the Commission. This year the contest was co-sponsored by Friends of the Library and *Montgomery Magazine*. All winning entries appeared in the June/July issue of *Montgomery Magazine*.

**Girl Power!**  
2019 Contest Winners

The Montgomery County Commission for Women honors the Third Wave of the Women's Movement with a celebration of girls and young women who are making a difference in their communities. This year's theme was "If you had a superpower, how would you use that power to help girls and women?" Submissions could be in the form of a personal statement, artwork, or video. This year the contest was co-sponsored by Friends of the Library and *Montgomery Magazine*. All winning entries appeared in the June/July issue of *Montgomery Magazine*.

**ELEMENTARY SCHOOL CATEGORY**

**Commission: Emily Bailey**  
**Winner: Emily Bailey**

Emily Bailey, 10, is a 5th grader from Prince George's County, Maryland. She is a member of the Montgomery County Commission for Women's Young Women's Leadership Program. She is a member of the Montgomery County Commission for Women's Young Women's Leadership Program. She is a member of the Montgomery County Commission for Women's Young Women's Leadership Program.

**Should be in All We Can Change the World!**

If I had a superpower to open people's eyes to the world, I would use it to help people understand the world. I would use it to help people understand the world. I would use it to help people understand the world.

**Let's read with imagination. Let's get it!**

I will use my superpower to help people understand the world. I will use my superpower to help people understand the world. I will use my superpower to help people understand the world.

**Commission: Angela Felling**  
**Winner: Angela Felling**

Angela Felling, 11, is a 6th grader from Prince George's County, Maryland. She is a member of the Montgomery County Commission for Women's Young Women's Leadership Program. She is a member of the Montgomery County Commission for Women's Young Women's Leadership Program. She is a member of the Montgomery County Commission for Women's Young Women's Leadership Program.

**Women and Girls: A Superpower to Help Women**

The superpower that I chose was the power to make people understand the world. I would use it to help people understand the world. I would use it to help people understand the world.

**Commission: Zoe M. Wilson**  
**Winner: Zoe M. Wilson**

Zoe M. Wilson, 12, is a 7th grader from Prince George's County, Maryland. She is a member of the Montgomery County Commission for Women's Young Women's Leadership Program. She is a member of the Montgomery County Commission for Women's Young Women's Leadership Program. She is a member of the Montgomery County Commission for Women's Young Women's Leadership Program.

**MIDDLE SCHOOL CATEGORY**

**Commission: Maura McLaughlin**  
**Winner: Maura McLaughlin**

Maura McLaughlin, 13, is an 8th grader from Prince George's County, Maryland. She is a member of the Montgomery County Commission for Women's Young Women's Leadership Program. She is a member of the Montgomery County Commission for Women's Young Women's Leadership Program. She is a member of the Montgomery County Commission for Women's Young Women's Leadership Program.

**Women and Girls**

Let's read with imagination. Let's get it!

This woman told me she had a superpower. She said she had a superpower to help people understand the world. She said she had a superpower to help people understand the world.

**HIGH SCHOOL CATEGORY**

**Commission: Corinne Hines**  
**Winner: Corinne Hines**

Corinne Hines, 14, is a 9th grader from Prince George's County, Maryland. She is a member of the Montgomery County Commission for Women's Young Women's Leadership Program. She is a member of the Montgomery County Commission for Women's Young Women's Leadership Program. She is a member of the Montgomery County Commission for Women's Young Women's Leadership Program.

**Should be in All We Can Change the World!**

If I had a superpower to open people's eyes to the world, I would use it to help people understand the world. I would use it to help people understand the world. I would use it to help people understand the world.

**Let's read with imagination. Let's get it!**

With my superpower, I will create change through leadership. I will create change through leadership. I will create change through leadership.

**ADULT CATEGORY**

**Commission: Shari Hines**  
**Winner: Shari Hines**

Shari Hines, 35, is a professional from Prince George's County, Maryland. She is a member of the Montgomery County Commission for Women's Young Women's Leadership Program. She is a member of the Montgomery County Commission for Women's Young Women's Leadership Program. She is a member of the Montgomery County Commission for Women's Young Women's Leadership Program.

**Should be in All We Can Change the World!**

If I had a superpower to open people's eyes to the world, I would use it to help people understand the world. I would use it to help people understand the world. I would use it to help people understand the world.

**Let's read with imagination. Let's get it!**



### Choose Respect Healthy Teen Relationships Conference

As in past years, the CFW served on the planning committee of the annual **Choose Respect Conference** helmed by the State's Attorney's Office and the Family Justice Center. The planning committee launched registration for the event in February (Teen Dating Violence Awareness Month) with a county proclamation ceremony supported by the County Council and the County Executive. The Choose Respect conference, held in April and celebrating its tenth year, brought together government agencies, MCPS, law enforcement, advocacy organizations, local entertainment talent, and local corporations to plan a day that educated middle and high school students, as well as their parents, about what healthy relationships look like. Over 600 students from around the county participated in hands-on workshops exploring this topic. Additionally, the Public Service Announcement Contest saw nearly 80 entries. The CFW not only assisted in the planning and outreach of the conference and the February proclamation ceremony, but several commissioners trained to be facilitators for the workshops, provided registration support on the day of the event, and engaged with attendees at the event's community resource fair.

# Montgomery County Commission for Women

## 2019 Women's Legislative Briefing

**Planning Committee Co-Chairs:** Donna Rojas and Angela Whitehead Quigley

**Committee Members:** Nicole Y. Drew Esq. Mona-Lee Belizaire (Emerging Leaders Co-Chair), Tazeen Ahmad, Tonia Bui, Patti Maclay, Meredith Weisel

The 2019 Women's Legislative Briefing, *Women Igniting & Achieving Change*, was held on Sunday, January 27, 2019, at the Universities at Shady Grove in Rockville, Maryland. Each year, the Briefing informs state residents about legislative issues of concern to women and families that are before the Maryland General Assembly and the U.S. Congress. The Briefing also seeks to engage attendees in advocacy to make a difference in the policy and legislative issues in their communities. Over 600 people attended the Briefing's plenary and substantive sessions, including a special Emerging Leaders series for youth in grades 6-12.

The Briefing began with a pre-conference President's Networking Reception where Commission President, Nicole Y. Drew Esq., hosted the leaders of the 73 organizations that co-sponsored the Briefing and challenged them to ignite and achieve change through meaningful collaboration. With the Commission's release of *A Tale of Two Counties: The Status of Women in Montgomery County* in time for the Briefing, community leaders were able to tackle conversations surrounding the key topic areas from the report: the Economy (Labor/Workforce), Education, Health, Public Safety, Politics, and Poverty. Leaders from Montgomery County and other neighboring counties across the state networked and established relationships for potential partnerships where they could affect change for women and families.

President Drew and the 2019 Women's Legislative Briefing Co-Chairs, Commissioners Donna Rojas and Angela Whitehead Quigley, opened the Briefing with greetings to the attendees and thanks to the event sponsors, planning committee members, and Commission staff. Emerging Leaders Co-Chair, Mona-Lee Belizaire introduced our featured youth speaker, Asia Parrott. Montgomery County Executive Marc Elrich, Secretary Kelly Schulz of the Maryland Department of Commerce, and U.S. Congressman John Sarbanes brought personal greetings to compliment the recorded welcome messages from several other federal and state elected officials.

The Briefing's theme, *Women Igniting and Achieving Change*, celebrated and embraced our responsibility as the change-makers in our communities. Keynote speaker Monica Ramirez, Founder of Justice for Migrant Women, is someone whose tireless advocacy and coalition building perfectly embodies this theme. Her energizing and stirring address readied the attendees for the substantive sessions that followed.

The seminar sessions featured legislators, prominent advocates and experts in their respective fields. Topics included: Safety & Justice for Women Part I: Sexual Assault and Domestic Violence; Creating Change Through Leadership; Health Care for Women; Justice Involved Women; Safety & Justice for Women Part II: Human Trafficking; Breaking Down the Status of Women Report; Economic Justice for Women; and Creating Healthy Work Environments. The Special Seminars for Emerging Leaders in Grades 6-12 were divided by middle and high school grades where participants engaged in age appropriate interactive sessions around the theme, *We Run the World: Developing & Enhancing the Leader in You*. Students attended sessions on Speaking Out Against Bullying in Schools; Taking a Positive Approach to Body Image & Cultivating Resiliency; and Promoting Positive Psychological, Social, and Emotional Well Being in Future Leaders.

The Women's Legislative Briefing continues to be the Commission's most popular signature annual event. Many of the Briefing sponsoring organizations presented informative exhibits throughout the day highlighting ways to get involved with their efforts and distributing valuable information.



2019 WLB Plenary Session

## Montgomery County Commission for Women 2019 Women's Legislative Briefing



Pictured from left to right: Emerging Leaders Chair Mona-Lee Belizaire, Commissioner Britt Hogue, Commissioner Karmen Rouland, President Nicole Y. Drew Esq, Keynote Speaker and former Commissioner Monica Ramirez, WLB Co-Chair Angela Quigley, WLB Co-Chair Donna Rojas, and Commissioner Tiffany Boiman.



Keynote Speaker Monica Ramirez

I have a better knowledge of some terminology

## Montgomery County Commission for Women Programming Committee

**Chairs:** Nicole Drew, Britt Hogue

**Committee Members:** Patti Maclay

The CFW's 2019 programming committee build on previous year's efforts and continued to provide educational seminars on a variety of topics.

### **PROGRAMMING COMMITTEE**

The Commission's programming built upon the previous year's efforts and continued to provide educational seminars on a variety of topics.

### **Career Series**

The Career Series continued to be a popular seminar for women in the county. This series was a 5-week session that included resumé-writing, interviewing skills, networking skills, wage negotiation, resources and tools for the job search and completed with a career coaching session. The Commission was fortunate to have several outstanding female facilitators who provided extensive and valuable information to the participants each week. The final career coaching session included coaching and mentoring professionals in the field and one lucky participant was able to receive an on-the-spot coaching session with one of the career coaches.

"I used my elevator pitch to use in my remote/video conferences and on my LinkedIn profile."

"I am now feeling motivated to get started on researching the possibilities out there and updating my resume."

### **Divorce and Separation Series**

The Divorce and Separation series provides a great resource for women facing this difficult time in their lives. The Commission has be fortunate to have a long list of Family Law attorneys in Montgomery County who provide an overview of what to expect when going through divorce or separation. The Commission also offers this session for Spanish-speaking residents.

"I have a better knowledge of some terminology."

"I learned more about the ins and outs of divorce and separation so that I can weigh my options"

### **Financial Literacy**

The Commission has continued its partnership with the Rockville location of the Montgomery County Library to offer a financial literacy series. This series provides multiple session on various financial information.

### **Self-defense**

The Commission offered a women-focused self-defense training to residents of the county. The sessions were led by RAD-certified instructors who taught physical skills training and provided a participant handbook. This course was offered at a basic 2-hour course or a 12-hour session.

The Commission thanks each of our partners who donate their time and talents to help the women in the county.

# Montgomery County Commission for Women Public Relations Committee

**Chair:** Tracy Evans

**Committee Members:** Donna Rojas and Ijeoma Enendu

The Public Relations Committee is in its second year. While the MCCFW already has a presence in the community the hope is that PR can take things to the next level with a special emphasis on the younger generation and social media. We've already made some progress...

## Social Media

Working in conjunction with Executive Director Jodi Finkelstein, Carmen Kaarid, and CFW interns the PR Committee has helped increase the CFW's presence on social media. We now have an Instagram page and are consistently post to our existing Facebook and Twitter accounts. PR encourages the other committees to advertise their events on our social media sites and other outlets. As the PR Committee moves forward, we hope to use the Mevo camera purchased last year on a regular basis to go live at events and other CFW related activities. We can also utilize smart phones for this as well.

## Traditional Media

As important as social media has become it's important to embrace traditional media as well. PR will continue to look for ways for the CFW to participate in television, radio, magazine, and newspapers.

## Advertising

Working in conjunction with Executive Director Jodi Finkelstein and County Public Relations, our committee has encouraged everyone involved with program advertising to embrace audience grabbing language and inclusive pictures and graphics. The PR Committee wants to ensure that we reach out to as large an audience as possible.

## Partners

When possible, we hope to partner with media or other organizations to help promote CFW events and/or contests. For example, this year we partnered with *Montgomery Magazine*. The magazine helped promote the contest months in advance and also published the contest winner's biographies, pictures, and their entries. This was of no cost to the CFW or to *Montgomery Magazine*.

## Future

We hope to add additional committee members so we can bring this committee to the next level.

Moving forward, the PR Committee will continue to think of creative ways to spread CFW's message through the county and beyond. For example, we plan to begin an interview series featuring inspiring women in the county.

# Montgomery County Commission for Women STEM Scholarship Committee

**Committee Chair:** Patti Maclay

The Commission, in conjunction with the Montgomery College Foundation established the STEM Scholarship to support students pursuing careers in the science, technology, engineering and mathematics (STEM) fields.

The \$10,500 endowment, funded by individual gifts, will support current Montgomery College students now and in the future. Eligible students may apply for a \$500 scholarship through Montgomery County. As the endowment matures, future students will receive scholarship awards through the interest earned on the endowment. This year the scholarship was awarded to Candice Nicholas who hopes to become a nurse.

## Montgomery County Commission for Women Re-Entry Program

Though we no longer provide counseling, we are pleased to partner with the Department of Correction and Rehabilitation to provide specialized services to women who are re-entering the community after serving prison time.

Women leaving prison face a multitude of challenges, including: finding and sustaining employment, family reunification, sustaining healthy relationships, and improving self-esteem.

Our women's support group aims to be a *safe* environment for women to gather and feel supported as they navigate the hurdles faced after being incarcerated. Topics covered by the group include:

- Mending Relationships
- Motivation: Staying on Track
- Self-Esteem and Personal Power
- How to Reach my Goals
- Job Readiness
- Communication and Assertiveness

Coordinators for the program are social workers Amy Meldau and Jessica Jones.

## Montgomery County Commission for Women Budget Committee

**Committee Chair:** Giulia McPherson

**Members:** Meredith Weisel and Nicole Drew

The Montgomery County Commission for Women Budget Committee aims to ensure that the Commission is well-resourced to carry out its robust programming activities. To do this, Commissioners engaged in the annual budget process by attending community budget forums, meeting with County officials, and ensuring that the important work of the Commission was shared with key decision makers throughout the County and state. The Budget Committee also worked to ensure that strong internal processes were in place to monitor and track the Commission's resources and instituted a process to allow other committees within the Commission to request funding to support programming activities. The Commission wishes to thank the County and its leadership for its continued financial support of the Commission.

# Montgomery County Commission for Women Research and Evaluation Committee

## Committee members:

Britt Hogue, Co-chair, resigned

Diana Rubin, Co-chair

Mona-lee Belizaire

Tiffany Boiman

Karmen Rouland, resigned

Tonia Bui

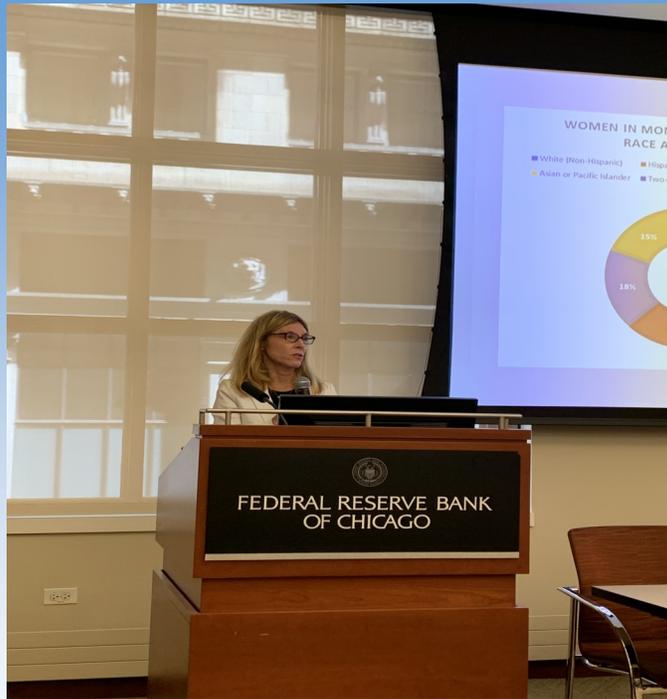
During the 2019 fiscal year, the Research and Evaluation Committee continued to advance its objective of publishing the Commission's decennial report on the status of women in the county. Members of the committee worked closely with County Stat, a team of county statisticians, to analyze current and historical data for women in Montgomery County, across seven primary domains: county demographics; employment and earnings; economic security and self-sufficiency; education and opportunity; public safety and the law; health and well-being; and political participation and women in leadership. The report also included recommendations and next steps developed by members of the Commission in response to trends and dynamics identified by the data, as well as, and in consultation with county experts and officials.

Incorporating analysis culled primarily from large, national, public-use data sets, this effort culminated in the publication of a comprehensive, web-based data dashboard on January 27, 2019, coincident with the Commission's annual Women's Legislative Briefing (WLB) event and linked here: <https://reports.data.montgomerycountymd.gov/stories/s/as7x-56qj>. Committee members and report drafters Tiffany Boiman and Diana Rubin, alongside County Stat staffer Dennis Linders, also briefed WLB attendees on key findings at a dedicated panel session at the WLB. Commissioners Boiman and Rubin also fielded press inquiries on the report at the time of its publication and conducted subsequent presentations for members of the League of Women Voters and the Democratic Women's Democratic Club of Montgomery County. Commissioner Boiman presented key findings and methodological elements at a panel discussion during the National Association of Commissions for Women in July of 2019.

The team has been asked to brief the Montgomery County Council in the Fall. Commissioner Boiman presented key findings and methodological elements at a panel discussion during the National Association of Commissions for Women (NACW) in July of 2019.

In addition, the Committee continued its emphasis on assessing the utility and reception of community programming. To improve survey response rates and streamline data collection, we continued with online feedback from participants. The committee also worked to implement a gift card drawing to incentivize participation. One particular area of evaluation emphasis is the Re-entry Program, which is undergoing a participant feedback and evaluation process to improve participation and completion.

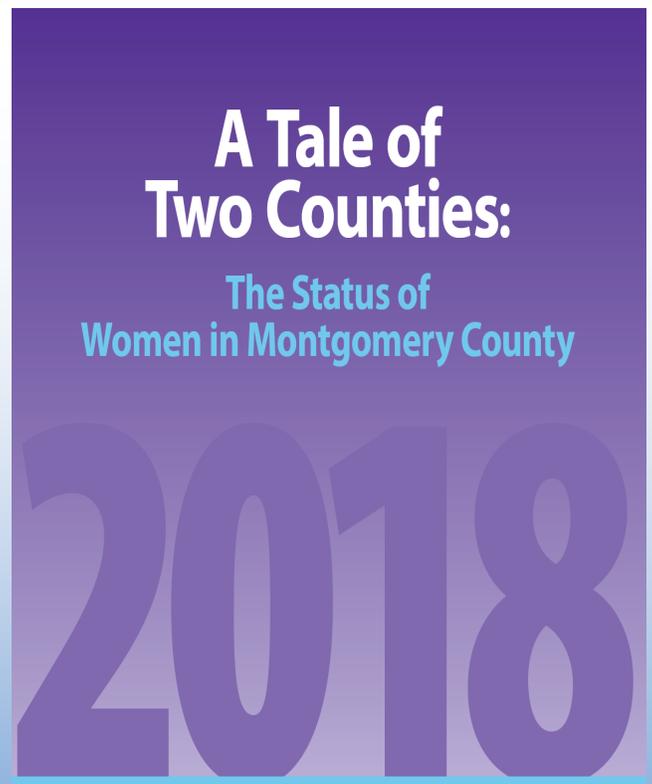
Internally, the Committee continued to work with standing committees on establishing, tracking and routine reporting on self-identified performance metrics.



Commissioner Tiffany Boiman presenting on the “Tale of Two Counties Report”, National Association of Women Annual Conference



Commissioner Diana Rubin discussing the “Tale of Two Counties” at the 2019 WLB.



Cover of the “A Tale of Two Counties: The Status of Women in Montgomery County”